

THE LABOR AND SOCIAL CONDITIONS OF WOMEN WORKERS AT SEA



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SUMMARY

- **1.- INTRODUCTION:** THE INVISIBILITY OF FEMALE WORK IN THE MARITIME AND FISHERIES SECTOR.
- **2.- THE POOR REGULATION OF THEIR SPECIFIC LABOUR CONDITIONS.**
- **3.- THE POOR SOCIAL SECURITY PROTECTION.**
- **4.- FINAL OBSERVATION:** THE CONTINUING DISCRIMINATION AGAINST FEMINISATION OF LABOUR.

1.- INTRODUCTION: women dominate the workforce in some activities at the sea sector

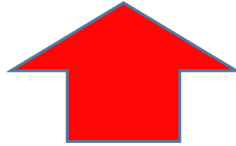
- *Blue Growth Strategy*: concept seeks to promote economic growth, social inclusion, and preservation or improvement of livelihoods while at the same time ensuring environmental sustainability. *World Bank Group (2017) The Potential of the Blue Economy, Available.*
- *official statistics*:
 - **EU**: 100.000 women; processing industry and aquaculture.
 - **Spain**: 32% hold around of the jobs; employed in the extraction of fish and shellfish.
 - **Galicia**: 55% of sea workers. Tradition. Processing, auxiliary industries, or shell fishing shellfish gathering AND more women in managerial positions and decision-making bodies.



1.- (cont.) INTRODUCTION.

Women workers' current demands

European Parliament resolution of 27 February 2014 *on specific actions in the Common Fisheries Policy for developing the role of women* (2013/2150 (INI)), OJ 29 August 2017



European Parliament resolution of 22 November 2012 *on small-scale coastal fishing, artisanal fishing and the reform of the Common Fisheries Policy*, P7_TA (2012)0460, section 30: role of women.



European Parliament resolution of 12 September 2012 *on the reform of the Common Fisheries Policy*, called for action to be taken to foster women's participation in producer organisations in the fisheries and aquaculture sector.



The establishment of the Spanish National Association of Women in Fishing (ANMUPESCA), in 2016

2.- THE POOR REGULATION of their specific labour conditions

- Occupational segregation: horizontal/vertical.
- CONSEQUENCES:
 - 1) **Salary**: fishing seasons, biological rest periods.
 - 2) **Working time**: reconciling professional and family life, tides.
 - 3) **Formal training and professionalization**: recognition of the expertise, other types of skills and abilities for new labour market –digitisation-.
 - 4) **Women's associations and representativeness in decision-making bodies within the sector**: Spanish Network of Women in the Fisheries Sector (REMSP), was established in 2010.



2.- (cont.) IMPROVED their specific labour conditions regulations



➤ European Parliament resolution of 27 February 2014 *on specific actions in the Common Fisheries Policy for developing the role of women (2013/2150 (INI))* sections from No. 13 to 19.

1. SPECIFIC SUPPORT mechanisms that can be activated in **emergencies** and during temporary **fishing bans**.
2. WOMEN'S ASSOCIATIONS **visibility** of women in the fishing sector and facilitate the **exchange of experiences**.
3. To FACILITATE ACCESS TO FUNDING for women's organizations in fisheries to implement their initiatives, consolidate their organisations and good practice.
4. To promote and strengthen women's effective **PARTICIPATION IN CONSULTATIVE BODIES**, advisory councils and decision-making.

3.- POOR SOCIAL SECURITY PROTECTION

Women's Works: invisible and secondary.



The European Parliament and Directive 2010/41/EU: spouses are given legal recognition or social benefits equivalent to those enjoyed by people with self-employed status.



Law 47/2015, of October 21, regulating the social protection of workers in the maritime and fisheries sector. Art. 4.1: the subjects included, refer to “family members assisting self-employed workers”.

- I. Plan for Gender Equality in the Fisheries and Aquaculture Sector (2015-20).
- II. Law 6/2017, of October 24, on Urgent Reforms of Self-Employment, provides the equalisation of both contributions (“flat rate”) **BUT...**
- III. European Maritime and Fisheries Fund: legal recognition to the work carried out by women who make an economic contribution to the family or who contribute through their work, even where they are not paid.



3.- (cont.) THREE particular problems of SOCIAL SECURITY

1. **Labor Risk Prevention:** deficiencies regarding comfort and occupational health condition
2. Coefficients that reduce retirement age for certain sea workers. *Numerus clausus*
3. **Pension for cessation of activity:** . Supreme Court Judgment No. 677/2017, of September 13. Cassation appeal for doctrine unification: *in the situation of complete cessation of the activity that led to their affiliation with the special regime BUT....*



4.- MAIN CONCLUSIONS: IMPROVEMENT OPPORTUNITIES



- Plan for Gender Equality in the Fisheries and Aquaculture Sector
 - **visible** and to increase social awareness on the **significance** of their contribution to the sector.
- 1) **female entrepreneurship** within the sector and to support their business initiatives and project.
 - 2) **Gender-sensitive statistics** .
 - 3) **social and labour conditions of female** workers in the sectorles. same labour rights, including benefits, insurance covering the risk to which they are exposed, as well as recognition of correction coefficients for retirement age and recognition of their pathologies as occupational diseases

4.- (cont.) CONCLUSIONS: Opportunities and improvements

- 5) **must ensure compliance with Directive 2010/41/EU**, so as to give legal recognition and social benefits equivalent to those enjoyed by people with self-employed status to women working full or part-time in family business in the fisheries sector, or supporting their spouses or partners.
- 6) state dedicates a substantial part of the sectoral support for development to the recognition, promotion and diversification of women's role in the fisheries sector, securing the application of the principle of equal treatment and opportunities.



TACK SÅ MYCKET FÖR ER UPPMÄRKSAMHET.



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